

SIX FLAGS NEW ENGLAND	
SUBJECT: WORK PLACE VIOLENCE	SAFETY REFERENCE MANUAL
SECTION: 45	
EFFECTIVE: JANUARY 2016	SUPERSEDES: ALL PREVIOUS
OSH ACT 5(a)(1)	

#### **45.1 PURPOSE**

To provide guidelines for dealing with and prevention of work place violence at your park name

#### **45.2 POLICY**

Nothing is more important to Six Flags New England than the safety and security of its employees. Threats, threatening behavior, or acts of violence against employees, visitors, guests, or other individuals by anyone on Six Flags property will not be tolerated. Violations of this policy will lead to disciplinary action which may include dismissal.

Examples of work place violence include, but are not limited to:

Malicious gossip

Threats or acts of violence

Hitting or Shoving

Threatening an individual or his/her family, friends, associates or property with harm

Intentional or negligent destruction or defacing the property of a guest(s), co-workers or the company

Harassing or threatening communication that includes, but not limited to, phone calls and emails, and or text messages.

Unauthorized possession of firearms or weapons

The policy covers incidents involving all interactions between:

supervisor and employee

employee to employee

employee to supervisor

employee to non-employee

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non-employee to employee;

Any person who makes substantial threats, exhibits threatening behavior, or engages in violent acts on Six Flags New England property will be removed from the premises as quickly as safety permits, and shall remain off Six Flags New England premises pending the outcome of an investigation. Six Flags New England will initiate a decisive and appropriate response. This response may include, but is not limited to, suspension and/or termination of any business relationship, reassignment of job duties, suspension or termination of employment, and/or criminal prosecution of the person or persons involved.

In carrying out these Six Flags New England policies, it is essential that all personnel understand that no existing Six Flags New England policy, practice, or procedure should be interpreted to prohibit decisions designed to prevent a threat from being carried out, a violent act from occurring, or a life threatening situation from developing.

All Six Flags New England personnel are responsible for notifying supervisors, Human Resources, Loss Prevention, or Security of any threats which they have witnessed, received, or has been told that another person has witnessed or received. Even without an actual threat, personnel should also report any behavior they have witnessed which they regard as threatening or violent, when that behavior is job related or might be carried out on a company-controlled site, or is connected to company employment. Employees are responsible for making this report, regardless of the relationship between the individual who initiated the threat or threatening behavior and the person or persons who were threatened or were the focus of the threatening behavior.

This policy also requires all individuals who apply for or obtain a protective or restraining order which lists company locations as being protected areas, to provide to the Human Resources and Security Management, a copy of the petition and declarations used to seek the order, a copy of any temporary protective or restraining order which is granted, and a copy of any protective or restraining order which is made permanent.

Six Flags New England understands the sensitivity of the information requested and has developed confidentiality procedures which recognize and respect the privacy of the reporting employee(s).

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### **45.3 TRAINING**

All employees of Six Flags New England will be provided training on Work place Violence upon employment with the company. Information may be requested by contacting the Human Resources department or the Safety Department.